

in process and the people who are leaving the company. A major challenge for HRM managers is to create and promote a planning culture and create a strong succession bank in their organization. Take part of the business strategies and promotes a culture of development and continuous improvement to face the challenges of these times in what the only sure thing is "the change".

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I. Dinislamova, N. Morozenko, I. Obratsov

THE ROLE OF THE INDIVIDUAL PLANS IN THE LEARNING AND INDIVIDUAL RESILIENCE

Abstract

The paper deals with a very interesting and important problem that lies in understanding how individual plan involved as a particular approach to planning skill development activities for students, requires resilience - a willingness to accept a new opportunity with confidence and enthusiasm. The aim of the research was to compare and to analyze results of using student's individual plans. Sixty of the first-second-year students take part in the research. The problem of studying individual plan demands special care in using methods and methodological concept. The research concerned to the comparative study of different form of self-monitoring process. The article analysis self-monitoring strategies, which are individualized plans, used to increase independent functioning in academic self-help, behavioral and social areas. The methods proposed in these articles are interviews, observations, document review, and questionnaire survey. The article presents an overview of the process of recording achievements. It has shown that there is significant relation between an individual performance at student studying and his ability to change. The article reviews the resilience-acquired skill, which is continuing ability to use internal and external resources successfully to resolve new issues. It has discovered that activity, enthusiasm during the implement of individual plans is very important, and result depend on it essentially. In conclusion, this just shows that individual resilience is necessary for there to be community resilience. These two aspects are connected and both have a strong influence on each other. For there to be a strong resilience system in a community, individual resilience is essential. If a person has a strong sense of resilience, they will be able to make strong commitment to their community and actively contribute.

Keywords: Individual plan, individual resilience, self-monitoring.

Introduction. Our life is full of stressful situations. Unsolved problems that demands immediately solutions. Work, studying, family and the lack of time always needs human making a choice. That is why it is necessary to analyze efficiency some actions and time for it. Resilience and personal growth depends on competent, systematic way of solving life's stressful situations.

Background. Ural Federal University is one of the best higher educational institutions in Russia. Training is provided for 64 bachelors, 26 master courses, 126 specialties postgraduate and 42 doctoral degree programs. Choice is big, but in all directions of training pupil has to strive. Every semester educational program includes about 10 subjects.

Lessons comprise lectures, practice and laboratory works. University provides opportunities of participations in science projects and conferences. Students have to learn and understand large amount of information, because in the end of course they must pass independent control: standing, oral and writing exam or thesis. Every control needs certain approach, student's strategy. Subjects have different number of hours, and therefore a different load. In this situation, it is very difficult to study everything equally well. The main student's task: to achieve high results in specific time. Unfortunately, not all students can study well. To get success, they need to distribute time between lessons clearly and correctly and share goal into a few tasks [1]. Self-discipline plays huge role in it. Only if student fair for himself if he appropriately estimates his forces and opportunities than it is real to get the best result. The set of individual plan and pupil's desire to systematize research process, strengthen spirit and resilience. Practice this method constantly human would not afraid of difficult problems, he would analyze conditions; imagine the way of solution spending little time.

Statistic of deduction first year students after a winter session (first for them) was the reason of development an effective organization tool. About 10 % of former students cannot deal with workload. Negative values indicate student's lack motivation and low ability to organize workflow. Pupils are in a continuous information flow, abundance of distractions, and the race for time. Now, when you can access any information you want becomes another important goal is to develop competence, i.e. ability to apply and develop acquired knowledge in a rapidly changing environment.

Higher education should be turned into a natural student's life algorithm. In this course, students help teachers. The role of the teacher is large enough: it needs to provide knowledge, to improve skills, reinforce skills, monitor the result, to carry out work on the bugs. The problem is that sometimes teacher instead of the student is the main driving force in development. Our task is the division of responsibility for knowledge and progress between teacher and student. The idea is that the best performance student demonstrates in the process of self-education. Teacher's role in this approach is minimal. Therefore, an individual plan brings not only self-control but also increases resilience. It turns out that self-discipline is key to full realization of human potential. [2]

Resilience, from the Latin "resilire" (to rebound, or spring back) is the general concept that can be defined broadly as follows: The capacity of a dynamic system to with stand or recover from significant challenges that threaten its stability, viability or development. [3]

Procrastination is the main obstacle on student's path to resilience [4]. Scientists called it «The Plague of the XXI century». It is hard to overcome the tendency in continuously postpone cases. As a result, cases are not fulfilled or done poorly, late and not in full - that leads to certain negative effects. Psychologist Pierce Steele proposed the equation of procrastination (Pic. 1).

$$\text{Procrastination} = \frac{\text{Value} \times \text{Expectation}}{\text{Impulsiveness} \times \text{Postponement}}$$

Pic. 1. Steele's formula

One way for upgrade, your individual resilience is treatment of procrastination. It needs individual approach, but you can do it yourself. Necessary actions: set the goals, spot the time, set specific needs and develop the strategy for achieving each goal. In our researching, we make hypothesis: individual plan helps student to distribute time and achieve goals in deadline. We need to concentrate attention not only on amount of information, but also on its quality. Individual plan requires self-control and system of studying, which includes tips for better performance.

We created individual plan, which will help the student to learn a course, by creating a clear curriculum and optimizing his time.

Sixty students participated in our researching. Task was to learn the course of engineering graphics. Department of Engineering of Ural Federal University created this course.

Half of the participants in the course used individual plan that allowed set the goals and control achievements. Other participants did not use individual plan in studying. Duration of experi-

ment — 10 weeks. After studying all students passed independent control in Center of control Ur-FU.

Individual learning plan: Part 1

Table 1

Briefing

Target	Date	Specific needs	Strategies, relevant activities
development of spatial thinking skills	10 weeks	Optimization day conditions Mental approach Studying content	Every day – exercise Every week – independent monitoring *Extra control from the teacher

In this table, we set the goal, set current time to complete our target and fix conditions for successful studying process.

Table 2

Pre-start test

Topics	Basics of Engineering Graphics	Geometric objects on drawing	Position problems	Curves lines/ Surfaces	Reamers
	5	3	2	4	1
Topics	Government standards	Wares on drawing	Wares with screw surfaces	Types of connections	Under-standing of drawing
	0	1	1	2	3

In this table, we included the main topics of our course. Student have to deal with them to determine his own goals during studying. Each test contains five exercises. Even one mistake indicates insufficient knowledge of topic. This means that this unit also must be explored.

Individual learning plan: Part 2

Table 3

Working

The next goal	The task	Extra Control
Basics of Engineering Graphics	First knowledge about descriptive geometry. Points and lines in space.	-
Geometric objects on drawing	Development of space imagination. Work with graphic editor	Teacher's monitoring
Position problems	Learn how to solve position problems	Teacher's monitoring
Curves lines/ Surfaces	Research different types of curves lines and surfaces	-

In this table, we compose list of intermediate achievements. Each of them we describe and assigned the goal. Some topics needs teacher's monitoring for better result.

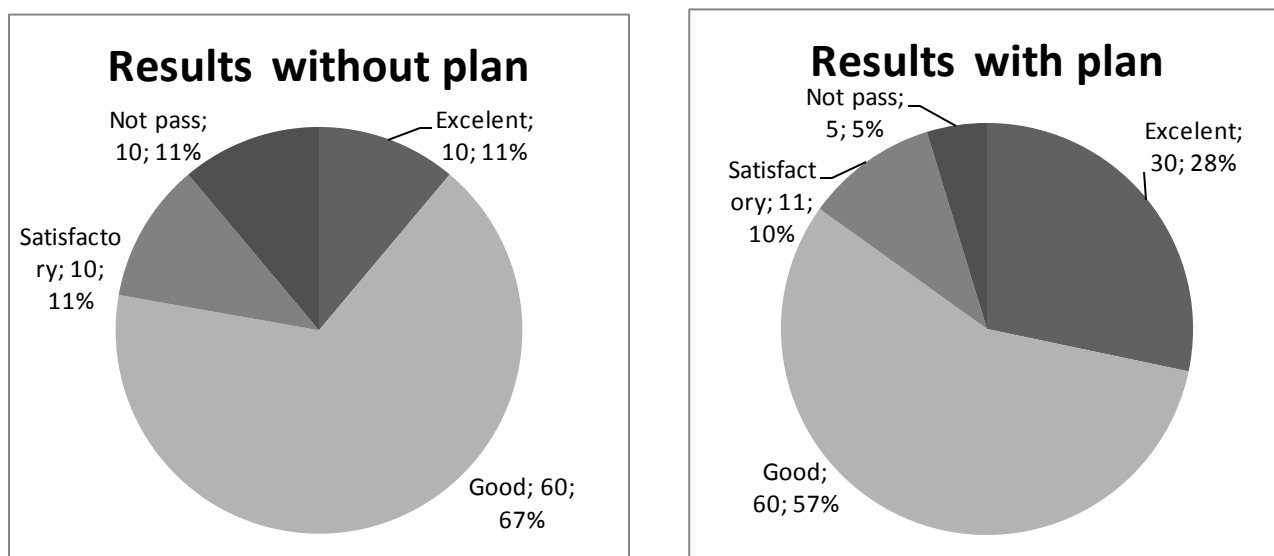
Table 4

Summarizing

Topics	Independent control
Basics of Engineering Graphics	5
Geometric objects on drawing	4

In this table, we can see our final achievements after independent control. The teacher marks the success of the student.

The results of both groups of students you can see on diagrams. They visualize the difference of successes with plan and with ignoring individual system of studying.



Pic.2. Results of the independent control (Source: own research)

Respondents who were engaged with the help of an individual plan reported that it became much easier for them to study new material.

Conclusion. One of the main conclusions is that the development of such quality as resistance to stress requires changes in teaching, learning and quality control. For progress in these areas, the necessary measures have been taken to improve the education process, and enabling the student to use his potential to the maximum. Much attention was paid to self-control. The results of this study confirm the essential role of self-management and motivation in the upbringing of competence. Students who have set a goal have achieved better results. Such students had an idea of their strengths and weaknesses. Our work has shown that the assessment of competence is the most important in the organizational aspect of training. Attempts were made to analyze the steps to develop further individual plans for our students. By implementing this decision, the educator has a clearer idea of the educational level of the student. This method can help students not only in engineering graphics, but in any other fields of knowledge, it is enough just to optimize the individual plan for specific purposes and tasks. A personal approach to learning will inevitably lead to high results for each student.

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